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ABSTRACT

A report on the 1979 annual meeting of the American Association of University Professors (AAUP) is presented. Data are presented on active membership, six states that increased membership, and total membership. Active membership has decreased for the year ending January 1, 1979 and has decreased since 1972. A two-year program was initiated to enroll new members for one dollar a year. Annual dues based on salary are listed, and information is presented on the decline in salaries and fringe benefits of university professors. It is projected that California State College and University system will elect collective bargaining in the next year. The AAUP is also supporting the faculty associations at the University of California at Berkeley and the University of California at Los Angeles. A number of other campaigns are noted, and developments during 1978-79 are noted. Four-year and two-year institutions that have elected the AAUP as bargaining agent are listed. Financial information and viewpoints on specific issues such as tuition tax credits are presented. (SW)

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REPORT ON THE 65TH ANNUAL MEETING
OF THE
AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

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UNIVERSITY OF HOUSTON
HOUSTON, TEXAS
JUNE 8-9, 1979

FOR OFFICERS AND STAFF OF THE
NATIONAL EDUCATION ASSOCIATION
AND ITS AFFILIATED ORGANIZATIONS

By

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HE 011 594

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The American Association of University Professors (AAUP), plagued by an ever-increasing drop in membership and a continuing slump in faculty compensation which has crimped efforts to raise dues, has decided to beef up its operations, or try to. Delegates to its 65th annual meeting at the University of Houston vowed to make its offerings to America's professoriat more attractive by allowing up to 500 new members to pay $1 a year in dues, stressing its collective bargaining program and changing its structure of state conferences.

MEMBERSHIP

Active membership in the organization dropped by 2,987 to a total of 55,224 in the year ending January 1, 1979. Of these, approximately 3,500 were enrolled for the first time when the Association of Pennsylvania State College and University Faculty (APSCUF) voted to affiliate with the AAUP. Members were reported in 2,941 institutions (including 1,362 chapters).

Six states increased their membership: Connecticut, 204; Oregon, 119; New Jersey, 61; Michigan, 47; Nebraska, 42; and Delaware, 19. Almost one half of the loss occurred in six states with a membership of more than 2,000, and 13 states with more than 1,000 members accounted for 80 percent of the loss. For the past two years, big states have had big losses.

The top five states in AAUP active membership are New York, 5,579; Michigan, 3,771; Pennsylvania, 3,522; California, 3,200; and Ohio, 3,180.

Total membership declined by 5,769 to 67,000. The decrease resulted from 12,264 lapsed memberships, 1,741 resignations and 293 deaths. Reinstatements amounted to 2,495 and new members (including those in APSCUF) totaled 6,034. There were these totals in the following classes of membership: graduate students, 4,629; associates, 1,418; emeriti, 4,656; public, 1,066; and honorary, 7.

Big Drop in the '70's

Active membership in the Association has suffered a steep loss in membership since January 1, 1972, when active members numbered 78,264, representing a loss in the last 7 years of 23,040, or roughly 29 percent. Total membership in '72 stood at 91,316, with the last 7 years thus showing a decline of 24,316, (or 27 percent).

BUCK-A-YEAR DUES

Reading the signals, at long last, like a tribal chieftain getting his news from the jungle, the delegates embarked on a two-year program to enroll new members for $1 a year, not to exceed one year in duration for any individual. The AAUP hoped that a "substantial number" of the buck-a-year clubbers would retain their memberships, but several delegates expressed their doubts. One professor called the experiment "almost insulting," and another thought it was "counter productive." A third figured that once an academic pays a dollar for membership, he or she will resist paying more in the future. The Association said it would conduct "analytical studies" of the results (as opposed to non-analytical, one assumed).

Annual Dues

The dollar-a-year proposal bumped up against the fact that dues for other members range from $12 to $45. Based on salary, annual dues are: $12 (under $8,000), $20 ($8,000-$9,999); $27 ($10,000-$11,999), $33 ($12,000-$14,999), $39 ($15,000-$19,999), $41 ($20,000-$24,999), $43 ($25,000-$29,999) and $45 ($30,000 and more). Graduate students pay $10, and public members -- persons not eligible for the other classes of membership -- pony up $25.

SALARIES

The decline in salaries and fringe benefits of university professors affected the retention of old, and the enrollment of new, members. Lee Hansen, economics professor at the University of Wisconsin, declared that professors' economic status, "already bad, is even worse this year." Although average salaries rose by 6 percent from 1977-78 to 1978-79, the price level for the same period increased by an estimated 9.3 percent, resulting in a 3 percent decline (in real terms), he pointed out. Furthermore, said Hansen, "the change over the past year is a serious setback after what happened over the previous one-year period, 1976-77 to 1977-78. For that period, average salaries for all ranks rose by 5.3 percent, prices rose by 6.7 percent, and there was a 1.3 percent (sic) decline in real terms for faculty salaries. Thus, over 2 years, there was a 4.3 percent decline."

Reported Hansen, whose analysis was based on the AAUP's annual study of faculty compensation, "college professors are unique in experiencing sharply declining incomes." According to comparisons he made for the 1967-77 period, faculty salaries declined by 7.2 percent (in real terms) while professional government workers (GS-11/13/15) increased by 10.5 percent; managerial personnel increased

by 13.5 percent; clerical earnings were up 13.5 percent; and increases for attorneys and accountants ranged from 5 to 20 percent. Engineers' salaries experienced a 2 percent decline, the only category surveyed other than university professors to suffer a decade-long decline.

He didn't say anything about public schoolteachers.

COLLECTIVE BARGAINING

"Faculty members can increasingly be expected to work collectively for solutions to their common problems," the Association said. "Collective bargaining has proved to be one of the most effective methods for promoting and protecting the traditional goals of the Association. There is also a growing realization that bargaining and collegiality are not mutually exclusive and that in certain instances true collegiality, which implies a certain degree of equality between faculty and administration, has actually been established through bargaining."

A few years back, a statement like that would have been considered by most AAUP'ers as showing the daring of an Acapulco cliff diver. Former General Secretary Bertram Davis, for instance, said rather disdainfully in 1971 that collective bargaining was "based upon laws never adopted with any thought that college and university faculties would be subjected to them." The Professors endorsed collective bargaining the following year.

Elections

Pointing to the fact that one third of full-time faculty members are organized formally for bargaining purposes and that "thousands more are actually involved in bargaining through more informal procedures, usually involving a faculty committee meeting with administrators (!) to discuss matters affecting the faculty's welfare" (exclamation mark supplied), the AAUP foresaw a sharp increase in bargaining in the next two years, especially in states which enact bargaining laws for faculties at public institutions.

The Association looked optimistically towards a collective bargaining election within the next year at the California State College and University system which has about 22,000 academic personnel. The AAUP has contributed peanuts to this effort so far compared with the NEA and the California State Employees Association, which form the other two parts of the Congress of Faculty Association coalition which is opposing the AFT in that effort.

Designation Cards at U.C. & U.C.L.A.

The AAUP is also supporting the faculty associations at the University of California at Berkeley and the University of California at Los Angeles in circulating designation cards at those institutions. It said the UC-UCLA faculty group will probably be the sole competitor (against "No Agent") for bargaining rights for some 8,000 faculty and staff. It noted that interest in bargaining by faculties

in larger, more prestigious public and private institutions is "showing signs of increase," but at a much slower rate than in public two-year and four-year institutions and the smaller private campuses.

A large number of campaigns are being continued during the summer. These include those at the University of Minnesota at Duluth, the University of Minnesota-Twin Cites, the University of Nebraska at Omaha, Montgomery College in Maryland, Curry College in Massachusetts, American International College in Massachusetts, Grand Valley State College in Michigan and Daeman College in New York.

1978-79 Record

The Professors said their greatest success during the past academic year was the APSCUF vote by which this 3800-member organization affiliated with the AAUP. The APSCUF unit had previously been affiliated with the NEA. Because of disagreements between APSCUF and the NEA Pennsylvania affiliate, PSEA, concerning dues levels and service arrangements, the APSCUF members terminated their relationship with NEA/PSEA. In return, the NEA/PSEA has lodged a law suit against APSCUF, suing for dues it would have received under the previous agreement. During APSCUF's negotiations with AFT and AAUP, the NEA/PSEA offered a new agreement, meeting the requirements of APSCUF. However, the NEA/PSEA did not offer to withdraw its lawsuit.

The retention of AAUP at Kent State, where the Ohio Education Association/NEA affiliation was dropped, was "of major significance," said the delegates.

The AAUP reported collective bargaining election victories also at the University of Northern Iowa, where its chapter is merged with an affiliate of the NEA which did most of the campaign work, Montgomery County Community College in Pennsylvania where it defeated the AFT, Drury College in Missouri and the Schwartz College of Pharmacy at Long Island University in New York.

It suffered losses at Bowling Green State University in Ohio, where the faculty voted against bargaining to "No Agent"; at St. Joseph's University in Pennsylvania, Anna Marie College in Massachusetts and Michigan Tech; and to NEA affiliates at the University of the District of Columbia, Ohio Northern and Salem College in West Virginia.

Bargaining Agent on 68 Campuses

The AAUP is now the faculty bargaining agent on 68 campuses at 51 institutions, as follows (An asterisk indicates a private institution):

FOUR-YEAR INSTITUTIONS

*Adelphi University, N.Y.
*Ashland College, Ohio
*Bard College, N.Y.
*Bloomfield College, N.J.
*Boston University
*University of Bridgeport, Conn.
University of Cincinnati
Connecticut State Colleges-4 campuses
University of Connecticut
Delaware State College
University of Delaware
*Dowling College, N.Y.
*Drury College, Mo.
*D'Youville College, N.Y.
Eastern Michigan University
Eastern Montana College

*Emerson College, Mass.
*Fairleigh Dickinson University, N.J.-3 campuses
*Hofstra University, N.Y.
Kent State University, Ohio
*Lincoln University, Pa.
*Long Island University, Schwartz College of Pharmacy
*Marymount College, N.Y.
*Monmouth College, N.J.
*Mount Vernon College, D.C.
New Jersey College of Medicine and Dentistry
*New York Institute of Technology-2 campuses
Northern Michigan University
Oakland University, Mich.
*Polytechnic Institute of New York
Portland State University, Ore.
*Post College, Conn.
*Regis College, Colo.
University of Rhode Island
*Rider College, N.J.
Rutgers University, N.J.-3 campuses
*St. John's U., N.Y. (coalition with independent)
*Stevens Institute of Technology, N.J.
Temple University, Pa.
*Utica College, N.Y.
*Wagner College, N.Y.
Wayne State University, Mich.
Western Michigan University

Two-Year Institutions

Belleville Area College, Ill.
Cuyahoga C.C., Ohio-3 campuses
Indiana River Community College, Fla.
Montgomery County Community College, Pa.
*Union College, N.J.

AAUP/NEA MERGED UNITS

Four-Year Institutions

University of Hawaii-2 campuses
University of Northern Iowa

Two-Year Institutions

University of Hawaii-7 campuses

Twenty-three of the bargaining agents will be in negotiations in 1979. Only a few of these, said the committee on bargaining, will have signed new contracts by the start of the fall semester. Requests for help from the national staff and from the Collective Bargaining Congress, comprised of representatives of all AAUP bargaining chapters with 14,000 members, are piling up. Associate Secretary Gerie Bledsoe is the national organization's director of collective bargaining. He has two assistants.

The Association reaffirmed its support of the agency shop. It opposed the creation of a special class of members in agency-shop units represented by other organizations. It clarified its position on conscientious objection to the agency shop by giving chapters the authority to require any conscientious objector to paying agency shop fees to make payments through his or her chapter to an institution or charity, or to another tax-deductible fund designated by the chapter. But the Association urged chapters not to seek dismissal of an errant brother or sister who thumbs his/her nose at the requirement altogether.

FINANCES

The AAUP received $2,246,175 in income and spent $2,197,998. The balance of $48,117 contrasted to a deficit for the previous year of $146,319. The Association ended the year of 1978 with general fund assets of $1,078,563 and liabilities of $1,008,025. Restricted funds totaled $216,577.

The organization spent a grand total of $3,296 for legal defense of professors, and only $2,746 on academic freedom cases. Total assets of the legal defense and academic freedom funds as of December 31, 1978, amounted to $21,856 and $156,775, respectively.

STATE CONFERENCES

The influence of state conference continued to burgeon.

The meeting amended the AAUP constitution to give the council authority to include state conference and/or chapter dues with national dues as a condition of membership in the Association. Another amendment permits members of chapters to be represented in state conference through their chapter affiliation, and authorizes each conference to establish a dues schedule. These changes supposedly will enable states to become more able to increase their own resources as well as those of the national organization. Conference funds have come largely from voluntary dues and contributions by state members, along with a subsidy from the national office.

In his report to the Assembly of State Conferences (ASC), ASC Chairman Philip Jastram of Ohio State emphasized the "key role" which he said the 45 state conferences, representing 94 percent of the Association's membership, play in the AAUP: "To bring to bear the combined advantages of geographic accessibility, statewide resources and prompt action from a base outside the influence and problems of a given institution."

Action Now

"We must persuade the national office," Jastram told the ASC, "to protect the rights of individuals while their problems are being decided -- not three years later." He added that the membership needed "ready access" to legal counsel familiar with higher education and financial experts who understand college and university budgets and fiscal resources.

"Typically," continued Jastram, "the Association is at a considerable disadvantage because it enters late in the game in response to a call for assistance from a faculty member who has just received notice of termination...Somehow we must find a way to enter the picture sooner, before response to difficult fiscal problems has hardened into decisions and polarizing actions." In short, the AAUP should get on the ball.

Conference Expenditures---$340,000

Conference expenditures during 1979, Jastram estimated, would come to more than $340,000. Of this amount, $77,700 has been allocated from ASC grants derived from national dues income. Five conferences now have an annual cash flow of more than $20,000 each.

Twenty-three conferences have professional staffs, 33 publish newsletters; 27 mine the field of academic freedom and tenure; and 33 carry on government relations programs, some with the aid of professional lobbyists.

New ASC officers elected for two-year terms are Neill Megaw of the University of Texas, chairman, and Paulina Salz Pollak of California State University at Fullerton, vice-chairman, who replaces Megaw as secretary.

GENERAL SECRETARY GLOOMS

The AAUP general secretary, Morton Baratz, told the meeting in an usually frank annual report that the Association's "effectiveness in serving higher education's well-being and in promoting the professoriat's interest is being called into question, not only by its detractors but by some of its onetime supporters."

He noted that active membership has fallen steadily; only gains achieved through collective bargaining have prevented a much greater loss. The tenure system has been eroded substantially. Many administrators cite the AAUP's endorsement of collective bargaining as the basis for claiming the organization has lost its "moral authority." (He asserted that the Association "is deeply and successfully involved in collective bargaining.")

Following are excerpts from Baratz' report, which observers considered one of the most candid ever delivered by a top AAUP staffer, most of whose addresses have been about as interesting as the Shanghai phone directory:

> "Institutions have cut back on hiring and in some cases reduced faculty size; salaries have steadily fallen in real value. The pool from which AAUP can recruit members is no longer growing, indeed may well shrink in the decade or so ahead...Administrators and governing boards are more likely than they are in prosperous times to ignore or flout the Association's principles and procedural standards with respect to academic freedom and tenure, and to ignore or flout its principle of shared authority in academic governance."

<u>NEA and AFT Inroads</u>

> "The higher-education membership of both NEA and AFT has now reached about the same size as the Association--and both unions appear to be growing, however slowly. Beyond that, in the eyes of many academicians, AAUP has lost some of its distinctiveness; in economists' language, its product is no longer sharply differentiated from its rivals'. On one hand, AAUP's endorsement of collective bargaining has made the Association to some professors to be more nearly like NEA and AFT than was ever before the case. On the other hand, NEA and AFT are rapidly adopting the AAUP's words, although not its substance, as their own. Indeed, some faculty member weighing whether to join AAUP or one of its rivals profess to difficulty in seeing much more than a dime's worth of difference among the three. The seeming similarities among AAUP, AFT and NEA also make it much easier than otherwise for administrators and governing-board members to dismiss AAUP as 'just another union'--with all the pejorative freight that phrase usually carries...

"Declining membership in our Association may be attributed to internal as well as to external factors. A plausible, if not convincing, case can be made for each of the following: resistance to rising dues, especially against the background of professors' falling real income; widespread opposition within the corps of 'traditional' members against the Association's endorsement of collective bargaining; resignations and refusals to join as protest against the Associations' adoption of this or that policy position; e.g., in favor of a separate U.S. Department of Education; boycott of non-ERA states; usage of 'unisex' actuarial tables; losses caused by collective bargaining victories of rival organizations, especially where agency fee is imposed; antipathy of non-tenured (and a few tenured) faculty members against AAUP's sturdy defense of the tenure system in a time of shriveling job opportunities; failure (till now) to provide members with ancillary benefits (low-premium medical and life insurance, discounted travel fares, etc.) comparable to or better than those offered by competing organizations; real or imagined national office errors or omissions in handling records, publications, complaints, etc.

"These latter explanations may usefully be subsumed under a single generalization which, although bordering on the tautological, provides a helpful point of analytical departure: The majority of faculty members believe that the monetary and non-monetary costs of belonging to AAUP exceed the expected benefits...

NEA, AFT Dues Comparison

"Compared to AFT's and NEA's, AAUP's dues are modest. But this comparison conceals as much as it reveals. All of our rivals' members belong to organizations that are frankly labor unions, which can claim (not always accurately) that the services supplied justify the high dues. In contrast, roughly three fourths of our current members neither receive direct services nor do they expect them, save in extremis. Those members have an incentive, therefore, to minimize their payments--and there is evidence that many do, through the practice of under-reporting the size of salary. And, of course, the progressive character of the dues schedule deters some prospective members from joining, either because they object in principle to paying according to self-declared salary or because the dues obligation is higher than they prefer...

Shared Authority and Collective Bargaining

"The Association's commitment to shared authority in institutional government is less widely appreciated than its defense of academic freedom. Yet these are times when full faculty participation in decision-making is essential to the health and well-being of higher education. The 1966 Statement must be disseminated widely. And we must accompany that effort with well-reasoned and literate state-

ments arguing convincingly that (a) institutional autonomy is essential to academic freedom (as Walter Metzger has written, what happens to a university is as vital as what happens in one), so the growth of external controls upon higher education must promptly be reversed, and (b) shared authority is fully compatible with collective bargaining...

"We must also publicize much more fully what our litigative program consists of and what its apparent effects are. Few beyond our current members (and far from all of them) know about the cases we pursue, that positions we argue; and the degree to which our arguments are adopted by the courts. That is surely one reason why contributions to our various funds--especially Academic Freedom and Legal Defense--have fallen to a trickle...

Deeds

"There are few, possibly no, organizations in the United States that, with a comparable pool of human and financial resources upon which to draw, do as much for their self-designated constituency as AAUP... There are, even so, some things that we ought to be doing that we are not. Equally, we are doing some things that we ought not, at least until available resources grow enough to permit their resumption...

Action and Reaction

"With rare exceptions, it is our practice to respond only to specific complaints. We need not, and should not, wait to be asked for the advice we know must be given. Our action (as against reaction) in this respect will surely go some distance toward dissipating the notion that our deeds fail to match our words...

"We correctly support the propositions that room must be made in academe for today's and tomorrow's junior scholars and that the rate of representation on faculties of minority-group members and women must be increased. Yet we have done less than we might to promote attainment of those goals...

On "Periphery" of Academe CB?

"The collective bargaining program has come a long distance from its start from scratch a half dozen or so years ago. The fact is, however, that AAUP has been unable on its own to win bargaining rights in any multi-campus system. Our record of achievement in joint ventures in those systems has been almost as poor. Moreover, we have done less that we might to establish ourselves in the community-college and four-year state-college sectors. As a result, AAUP is at risk of finding itself confined to the periphery of academic collective bargaining...

"How should we rearrange our posture--shift resources into collective bargaining from other programs, embark upon a more vigorous program of joint ventures and affiliations with other organizations, accept the standing offers of NEA and AFT to merge, with one or the other, or adopt some mixture of the options? The answers to these questions are far from self-evident. I urge that a select committee with a membership drawn from several standing committees be created and charged with mapping our future course of action in the collective bargaining arena...

Membership Development

"The officers and staff of the Association have talked at length about the need to conceive and execute a program of membership development, especially on non-bargaining campuses. One key ingredient of that plan, not yet pursued seriously, is identification and recruitment into active roles of persons who not only support the Association wholeheartedly but are highly regarded by their campus colleagues. We have done very poorly in this respect, which is a main reason why AAUP's impact is slight or negligible in so many places. We can no longer delay in undertaking this "leadership-discovery" effort. It will begin in September 1979...

"In 1955, this Association was at a very low ebb: its dues-paying membership had fallen sharply from an earlier peak, its reputation as a vigorous defender of academic freedom was badly tarnished, its self-confidence was severely impaired. We are not so badly off in 1979 as we were then, but we are hardly in a state of robust health. Our long-term survival, to put it plainly, is far from assured, the more so because AAUP is unlikely to be bailed out as it was in the late 1950's and through the 1960's by surging enrollments and a growing professoriat."

U.S. DEPARTMENT OF EDUCATION, TUITION TAX CREDITS, ERA

The meeting reaffirmed the Association's support for a U.S. Department of Education. Henry Yost of Amherst, chairman of the AAUP's committee on government relations, charged, "The AFT doesn't like it because it's afraid the NEA would take it over, and if the AFT doesn't like it the AFL-CIO doesn't like it. Regarding higher education (within a Department of Education structure), it'll be in our pocket. Al Sumberg (associate secretary and director of legislation) has been working as a White House aide for the last several months."

"Administrators say there would be more Federal intervention," he said. "They'd love $4 billion more, but they wouldn't want the faculty to know what they are doing with it."

Tuition Tax Credits

"We trust that in view of the Supreme Court's decision in the New Jersey case involving tuition tax credits, Congress will not revive the tuition tax credit bills," said Yost.

ERA

The delegates encouraged AAUP members in those states which have not ratified the Equal Rights Amendment to work with their state legislators for ratification.

UNIVERSITY OF HAWAII ARRANGEMENT WITH NEA

The Association agreed to continue its present affiliation and dues arrangement with the University of Hawaii Professional Assembly (UHPA). Under the plan, the faculty pays dues to both the AAUP and to the NEA, as well as to UHPA, in an amount established by the Hawaiian Public Employees Relations Board.

BLACKLIST

The Association added three institutions to its list of censured administrations, and removed two from the list. Censure is a method the AAUP uses to inform the academic community that administrations of specific colleges and universities are not observing "the generally recognized principles of academic freedom and tenure" endorsed by the Professors, the Association of American Colleges and more than 100 professional societies and higher education organizations.

Added to the censure list were: The University of Maryland, University of Texas of the Permian Basin and Wingate College in North Carolina. The action concerning the University of Maryland marked the first time in 15 years that the Association rejected a recommendation of its academic freedom committee not to impose censure. The list now numbers 46. Aside from stinking up the neighborhood, censure is expected to have little effect on them.

Removed from the list were Oklahoma State University and St. Mary's College in California which had corrected the situations which originally led to censure through redress to injured faculty members and adoption of improved policies relating to academic freedom and tenure.

AWARDS

The Western Michigan University (WMU) chapter received the Beatrice G. Konheim Award for "distinctive achievement in academic freedom, student rights and freedoms, the status of women, the elimination of discrimination against minorities, or the establishment of equal opportunities for college and university faculties." The WMU group, said the AAUP, upgraded the status of academic women by eliminating discrimination against minorities and women and negotiating an

affirmative action article with special provisions for grievants claiming sex discrimination. The chapter won an arbitration case on salary inequities which resulted in a $132,000 settlement on base salaries. David Selden, former AFT president, was the chapter's staff director.

The Georgina Smith Award was presented to Mary W. Gray, head of the mathematics, statistics and computer science department at American University, in recognition for her "exceptional leadership in improving the status of academic women or in the advancement of academic collective bargaining." Gray was responsible for developing the Association's position on equal retirement benefits for men and women and helped to initiate and execute legislative efforts related to affirmative action enforcement.

Cynthia Parsons of The Christian Science Monitor received the Higher Education Writers Award for a series entitled "Academia for Sale." The articles concentrated on the funding of higher education institutions through various financial sources including government grants, foundation support, alumni contributions and bequests and individual philanthropy.

NOTES

So many speakers spoke so often about the AAUP's 1940 Statement on Academic Freedom and Tenure, one reporter felt as though he had been force fed a gross of chocolate bonbons. Their pomposity index has been dropping in recent years, however, especially of those who speak at meetings of the state conferences and the Collective Bargaining Congress. Some of them even found themselves using short declarative sentences.....David Feller of the University of California at Berkeley resigned as chairman of the collective bargaining committee "to devote all of his energies" to the Berkeley Faculty Association's attempt to win bargaining rights. The new chairman is Robert Gorman of the University of Pennsylvania.....The Tennessee Education Association was blamed for the defeat of a bill to permit "professional negotiations" at public campuses in the Volunteer State. Tennessee Conference President Norman Ferris said the TEA drafted the measure without consulting faculty at most of the institutions that would have been affected.

Blacks among the 400 or so delegates, non-delegate members and visitors at the gathering would have jammed two telephone booths.....Anyone less than middle-aged might have been able to fill another one.....Second Vice-President Michael Friedlander, Washington University, complained that faculty members at the "large, prestigious research universities pay their fees -- but they won't go to meetings or do any work. 'Let someone else do the work' is their feeling."..... Friedlander, President Martha Friedman (University of Illinois), First Vice-President Carol Simpson Stern (Northwestern) and Secretary-Treasurer Leroy Dubeck (Temple) remain in office for another year.

Russell Berry of South Dakota State University was upset that many academic freedom issues rise among AAUP members "that cannot be adequately served" by the Association's professional staff. Meantime, the Assembly of State Conferences

asked chapters and conferences to organize seminars and workshops to train people to help folks who need assistance.....An AAUP medical insurance plan offers excess coverage of up to $1 million -- with a deductible $15,000 provision.....The meeting "reaffirms the Association's policy of full faculty involvement in decisions that may lead to the reduction or termination of academic programs." There's nothing like reaffirmation, one thought.

A participant in a panel on "Collective Bargaining in the Eighties" was distressed that some professors don't know what collective bargaining is..... Quote from President Friedman: "The most important job for the AAUP is how to influence basic decisions regarding financial exigencies."....Harold Bowen, economics professor at Claremont College, said in an invited address that the majority of higher education students are more than 21. They are in professional, graduate and part-time adult studies. Bowen said that 14 percent of the adult population has a college degree, and the proportion is growing "very slowly." He decried the "excessive attention" given to vocational education instead of to liberal education. That, he said, was "short-sighted." .....Sweat shirts emblazoned with the AAUP logotype were selling for $5 apiece, or $3.50 for the kiddies. They sold unlike hot cakes.

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